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POLICY WHICH WOULD ESTABLISH A THREE-YEAR TOUR AS THE NORMAL OVERSEAS ASSIGNMENT FOR STAFF EMPLOYEES. MOST OF THESE FACTORS ARE OBVIDUS TO US ALL: CONTINUING INFLATIONARY SQUEEZE WHICH REQUIRES PERSISTENT ATTENTION TO THE REDUCTION OF FIXED EXPENSES. THE EXPERIENCE FACTOR WHICH TENDS TO SHOW THAT OPERATIONAL EFFECTIVENESS IS GREATEST IN TOURS OF MORE THAN TWO {AND USUALLY LESS THAN FOUR} YEARS. THE PREFERENCE OF MANY PERSONS TO AVOID THE DISRUPTION AND PERSONAL EXPENSE OF HOME LEAVE AFTER ONLY TWO YEARS. AND COVER PRACTICES WHICH HAVE GENERALLY MOVED IN THE DIRECTION OF LONGER STANDARD TOURS.

PARCE BUT CANNOT PREDICT TO THE TARREST OF THE PARCE OF T

2. EUR DIVISION HAS DECIDED AS OF 1 JANUARY TO ADOPT THE THREE-YEAR TOUR AS THE STANDARD ASSIGNMENT FOR STAFFERS ENTERING ON NEW TOURS OR COMPLETING CURRENT TWO YEAR TOURS DURING THE COMING

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TURNOVER SEASON. THERE WHILL BE EXCEPTIONS AND THE DIVISION WILL

ENTERTAIN THOSE CASES WHICH CONSIDER TRULY EXCEPTIONAL. HOWEVER

OUR JUDGMENT WILL NECESSARILY BEH BASED ON OPERATIONAL GROUNDS

AND NOT PERSONAL ONES. TO DATE WE HAVE NOT ENCOUNTERED REAL CASES

OF HARDSHIP IN APPLYING THIS POLICY TO THE CURRENT ROUND OF

PERSONNEL DECISIONS.Y

3. WE WILL OF COURSE BE CORRESPONDING INDIVIDUALLY WITH
STATIONS WHERE THIS PROCEDURE HAS NECESSITATED DEVIATING FROM
INDIVIDUAL PREFERENCES AND STATION ENDORSEMENTS THEREFOR IN FRQS
WHICH HAVE RECENTLY BEEN UNDER CONSIDERATION HERE. WE WOULD
APPRECIATE EACH STATION CHIEF EXPLAINING THIS DIVISION PRACTICE.
AND THE REASONS FOR IT. TO THE PERSONNEL OF EACH STATION AND BASE.
STATION CHIEFS PLEASE RELAY THIS MESSINGE TO SURGROUNTE ELEMENTS.
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